

Remarks

The applicants appreciate Examiner Stimpak's thorough analysis of the prior art in connection with the present application. The applicants' have amended independent claim 1 to recite additional subject matter not taught or suggested in the Smith reference (U.S. Patent No. 6,701,313) or any other prior art of record. Amended claim 1 recites:

host an interface for presenting a candidate assessment indicating how well the candidate's employment skills match the candidate matching criteria, as compared to other candidates;

One embodiment of this aspect is illustrated as "candidate band 527" shown in Figure 47, described on pages 27-29 of the applicants' specification.

This aspect of the present invention is not taught or suggested in Smith. Smith merely teaches an indication as to whether a candidate has "passed or failed" a test. The system recited in amended claim 1 is advantageous over Smith because it provides the employer with a quantitative or qualitative understanding of the extent to which the applicant meets the employer's criteria, relative to the other candidates. This information may be particularly helpful, for example, in instances where the employer's recruiting demands require that the employer hire candidates that do not technically meet the matching criteria. In another example, this feature of the system may assist an employer in distinguishing between several candidates that *all* meet the matching criteria. With this feature of the applicants' invention, the employer can easily distinguish the candidates from one another.

Because neither Smith nor any of the other prior art of record teaches or suggests the elements of amended claim 1, applicants respectfully request that the rejection of claims 1, 3-4, 6-8, and 11-13 be withdrawn.

The applicants have cancelled claim 2.


Reply to Office Action of May 31, 2005

The Applicant has made a genuine effort to respond to the Examiner's objections and rejections in advancing the prosecution of this case. The Applicant believes that all formal and substantive requirements for patentability have been met and that this case is in condition for allowance, which action is respectfully requested.

No additional fee is believed to be due as the result of the filing of this paper. However, any additional fees or credits should be applied to Deposit Account 06-1510 (Ford Global Technologies, Inc.). A duplicate of this paper is enclosed for that purpose.

Respectfully submitted,

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